

DDI-1908-72

5 JUL 1972

MEMORANDUM FOR: Deputy Director for Intelligence

SUBJECT

: Mr. [REDACTED]

STAT

REFERENCES

: Memo for DD/I and D/Pers fr ExDir/NPIC
dtd 16 Jun 72, same subject

Memo for D/TR fr D/NPIC dtd 16 Jun 72,
subject: Request for Agency Sponsorship of
Full-Time Academic Training for
Mr. [REDACTED]

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1. To avoid possible misunderstanding at some future date, I think I should clearly set forth my thoughts on the proposals contained in referent memoranda at this point in time.

2. First, I heartily endorse the proposal that Mr. [REDACTED] be sponsored for one year of undergraduate study at George Washington University to broaden his capacity for future positions of responsibility in the National Photographic Interpretation Center. My concurrence, of course, is not necessary in this particular request.

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3. The alternate objective mentioned in these memoranda is one of moving Mr. [REDACTED] into a professional career as an Agency Personnel Officer. This would, I think, at this early stage require my concurrence and would mean that I am ready now to agree that after one or two years of academic study, I will be ready to accept Mr. [REDACTED] in the Personnel Career Service. I am reluctant to do so for the following reasons:

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Within the past several weeks I have added two black professional officers to my staff. The first is a recent graduate of the University of Kansas who has entered on duty as a GS-08. The second has transferred from the Clandestine Service as a GS-11. The latter officer will serve an

initial full tour of duty with us as a recruiter concentrating particularly in the recruitment of black professionals. I foresee for the next two to three years a concentrated effort on our part to train and develop these young men to the point where they can hold their own competitively with their peers at corresponding grade levels. It is our hope that with diligent effort on our part they will reach in a suitable period of time the grade level Mr. [] has already reached in his Agency career.

In addition to these two officers, we have a third black professional, GS-12, who has been with us for some time and who is just completing a year of sponsored academic work at Stanford University. She returns to duty this summer and again for the next few years we will be watching her progress carefully to be sure that she and we receive full benefits from her training. In other words, each of the young people I have mentioned has a considerable way to go; two have progressed from the lower grade levels, and one is just beginning at the junior professional grade level. At the moment I do not want our attention diverted from their continued progress by committing ourselves to the addition of a professional officer at a grade level where we cannot guarantee future openings. In a sense Mr. [] whom I agree is a young man of promise, has made his mark and has established himself as a professional in an Agency career service that will continue to develop him to the limits of his abilities.

4. I should clarify another point raised in the referent memoranda. While we should like to request Mr. [] assistance in our recruitment efforts while he is in full-time academic training, we think this should be only to the extent of spotting young black professionals who may have an interest in our Agency. Under no circumstances should it be assumed that we expect a greater activity from Mr. [] for to do so would certainly distract him from his academic prospects, and neither Mr. [] nor the Agency would benefit from this. STAT
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5. I am, therefore, forwarding these memoranda to you without my formal concurrence only because to provide it would, I fear, be interpreted in the future as at least a tacit agreement that I am in approval of Mr. [] transferring to the Office of Personnel at the conclusion of his training. I will be, of course, quite willing to consider this possibility

one or two years hence, but I think it would be to Mr. []
advantage to concentrate his attention now on preparing himself for a
long-range career in his present area.

STAT

/s/Harry B. Fisher

Harry B. Fisher
Director of Personnel

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